

## Attachment A.2

### Major Elements of Employment First

- **Self-Sufficiency Contract** -- This written agreement outlines the tasks, goals, time frames, required activities, hours, responsibilities, roles and expectations of participants, case manager, the Department and all other service providers. It is developed after a full assessment of the family's strengths and barriers. The Self-Sufficiency Contract is a legal, binding document.
- **24 month time limit** -- A family subject to a time limit may receive ADC cash assistance for up to 24 months within a continuous 48 month period. The 48 months begin with the month a signed application is received in the local office. The 24 months begin the first of the month after the date the EF Self-Sufficiency Contract is signed; or the first of the month after 90 days from the date a signed application is received in the local office, whichever comes first. After 24 months of receipt, ADC cash assistance will be terminated unless the family has inadequate cash resources, minus a 20% income disregard and a child care expense disregard, to meet the cost of their basic needs of food, clothing, and housing without assistance or the child(ren) are at risk of losing care by and residence with their parent(s) or usual caretaker (Extreme Hardship). Once the initial 48 month period ends the family is eligible to receive up to another 24 months of cash assistance within another continuous 48 month period and so on. All previous sanctions are forgiven with the start of a new 24/48 month period.
- **Full-family sanctions** -- Adults who fail to participate may result in the loss of ADC cash assistance for the entire family and adult medical benefits for a period of one month (first), three months (second) or twelve months (third and subsequent).
- **Family Cap** -- The amount of ADC cash assistance a family receives is based on the number of family members in the family unit at the time of application for assistance. If a child(ren) is born into this household more than 10 months from the date of application, then the cash assistance payment amount does not increase.
- **24 months of Transitional Medical Assistance** -- Families who lose their ADC eligibility due to earned income and have received at least three ADC cash payments out of the last six months are eligible to receive up to 24 months of transitional Medicaid for all family members.
- **School Attendance** -- If minor children are not regularly attending school and the responsible adult has not taken reasonable steps to encourage the child(ren) to improve his/her (their) attendance, the ADC family may be sanctioned up to \$50 per month per child.
- **Earnings Disregard** -- A family's ADC cash payment amount is based on a disregard of 20% of gross earned income, which is then compared to the Standard of Need for that family size. However, the maximum payment remains at the same level for all family sizes.
- **Resource Limits** -- The amount of resources that are disregarded when determining ADC eligibility increased to \$4,000 for a single person and \$6,000 for two or more, and the full value of one vehicle. These changes match Medicaid eligibility requirements.